

Ethical Decision Making

The Board encourages management to promote and maintain a culture within ANZ which draws upon a set of unifying values to guide the actions and decisions of the Board and all employees (see [anz.com > sustainability > our values](#)).

More than 26,000 ANZ employees have participated in the Breakout culture development program. The program includes workshops to help staff to apply values-based decision-making, and to balance the competing needs of staff, shareholders, customers and the community in their roles and activities.

To assist directors and staff in their understanding of the culture of the organisation, ANZ has three main codes of conduct which also guide everyday business practice and decision-making throughout the Group:

- Directors Code of Conduct
- Employee Code of Conduct
- Financial Officers Code of Conduct

Details of these codes can be found on [anz.com>about anz>corporate governance](#)